



Fact Sheet

Program Description

The Leadership Development Program (LDP) is designed for Designated Managers. This highly interactive learning program provides a unique blend of opportunities and challenges for CDCR existing and future leaders. Focus of this new learning will enable staff to access and develop their leadership skills, to integrate leadership theories and practices, and to address critical correctional professional issues confronting CDCR.

This is a multi-level leadership development and succession strategy to assure that the offender reforms and public safety continue uninterrupted into the next decade. It is acknowledged that due to the anticipated retirements at all levels of the organization, CDCR must develop potential successors on a faster track learning curve than ever before.

Participants complete a 360-degree individual assessment tool to provide them with feedback on their leadership styles and abilities based on core competency areas. Participants received feedback from their Executives/Managers/Supervisors, peers and subordinates.

Topics include:

Future Role of Leaders	Building Trust
Leveraging Diversity	Building Personal Leadership Skills
Communications Issues	Coaching & Mentoring
Designing for Change	Power & Politics
Assessing Organizational Performance	Modeling Quality Leadership

Target Audience

Designated Managers per DPA.

Enrollment Process

Nominate/recommend a prioritized list of candidates from their respective areas. Those areas include candidates from juvenile and adult institutions, juvenile and adult parole, education, vocational areas, health care services, the various boards within the department, and a variety of support services such as legal affairs, facilities management, and other critical administrative services.

The Program brings together a cross-section of participants. This eclectic mix of participants strives to provide the best atmosphere for learning, growth, professional interaction, and the transference of learned principles back to the work place.

Schedule and Locations

There are 30 LDP Tracks over the next three year period ending in June 2008. Courses are scheduled at Sacramento State and in Ontario, CA.